

SITCOM Interagency Conservation Professional Mentor/Cohort Program

Professional Development Plan (PDP)

With your mentor, set goals that are focused, realistic, and tied to your competency goals. Effective goals should be SMART:

- **S:** Specific
- **M:** Measureable
- **A:** Achievable
- **R:** Results-oriented
- **T:** Time-based

Focus on competencies important to your organization and role. Build on your strengths as well as your weaknesses. Look for opportunities to learn by doing as well as observing and listening. Work with your mentor and supervisor to identify these opportunities.

Mentoring goal #1: _____

Competency: What specific skill do I want to develop or improve?	Learning Activity: What action(s) will I take to develop this?	Time Period: Targeted beginning and ending dates	<i>My coworkers and supervisor will see the following...</i>	<i>I will know I have achieved my goal when...</i>